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Report of President J. T. Carey for Years 1905-6.

To the Officers and Delegates of the Fifth Annual Convention International Brotherhood of Paper Makers, Pulp, Sulphite and Paper Mill Workers:

Greeting:

I herewith submit my report as President of your organization, which position I was elected to fill at our last annual convention held at Holyoke, Mass., May 15th, 1905, and submit for your approval a detailed report of all work performed by me during the past year, with a list of the towns I have visited, and a few recommendations which, to my mind, would be for the best interests of our organization.

At the adjournment of the convention at Holyoke, and being elected and installed in the office of President, which office was unsought by me, I went to Palmer, N. Y., where I was then employed by the International Paper company, to surrender my position in that mill, as I had given no notice of any intention of leaving their employ, and asked that they would consider my resignation without it being necessary for me to work the customary one or two weeks' notice, and the superintendent promised he would do so, and on May 17th, 1905, I went to the office at Watertown, N. Y., to try and get in touch with the work I would have to take up.

On May 20th, with Vice President Hamilton and Secretary Mellor I attended a meeting of the Local at Felts Mills, N. Y., and on the 21st we attended a meeting of the St. Regis Local.

On May 24th, I went to St. Regis to meet a committee from the Local in regard to a notice which had been posted up by the company, that stated that on June 5th, the company would again go back to the two-tour schedule, and on the 25th, with a committee of the Local, we held a conference with the St. Regis Paper company, and they informed us that under the condition at that time of the paper market, it was impossible for them to continue on the three-tour system, as they did not have orders enough to run the mill on the extra hours that the three-tour system allowed, and the mill had been closed down on an average of two days a week since the first of December, 1904.

At this conference we came to no settlement, but arranged for another conference to be held on May 30th.

On the 26th, I went to Albany, N. Y., as I wished to see the factory inspector in regard to conditions that existed in some of

the mills throughout the state, and their not complying with the factory inspection laws.

On the 27th I went to Niagara Falls, N. Y., to attend meetings of the Locals there.

On May 30th, with Vice President Hamilton and Secretary Mellor and a committee from the St. Regis Paper company held a second conference with the St. Regis Paper company in regard to the three-tour schedule, and as it had been proven that with the amount of time they had been compelled to lose, and any vacancies arising in the mill, the management informed us that the men themselves asked to be allowed to work the overtime to give them a chance to make an average equal to straight time, and at this conference it was decided best for all to have the men go back on the two-tour schedule until such time as the paper market improved, when the company claimed they would again adopt the three-tour system.

On June 2, on my way to Groveton, N. H., whither I was going in regard to the trouble we had with the Odell Manufacturing company in that town, I stopped at Windsor Mills, Canada, but as my visit was unexpected, we held no meeting any more than to talk conditions over with some of the members there.

On the 3d of June, I arrived at Groveton, N. H., and saw several of our members there and got a report of the condition of the strike. They reported to me that the mill was running its full capacity. I visited the office to try and arrange a conference with the manager of the company, but was told he was at Lewiston, and I communicated with him there, and I might say that a few days later when I again came to Groveton, I received word that he was sick, and it was impossible to meet him at that time.

Now the Groveton case, as you no doubt are well aware, was referred by the last convention to the Executive Board, and it was the intention of the board that Vice President Hamilton would call there on his way from the convention, which he did not do, consequently the work fell to me.

On June 4th, I went to Berlin, N. H., and attended a meeting of the Local there, and on the 7th I again went to Groveton, as I believed that I would be able to meet the manager of the company, but, as I stated before, at this time I received word that I could not meet him on account of sickness. On account of the conditions there, there

seemed to be no possible chance at that time for our organization to get control of the situation. I thought it advisable, and did call the strike off in that city. I will cite an instance of one feature that made this town so hard to control, and which I heard at that time, was that at the time of the strike a backtender who went out on strike had his job filled after a few days by his own brother, showing that the community was not very enthusiastic in assisting these men to gain their demands.

On June 9th, I again went to Berlin to attend a meeting of the central body of that city.

On the 10th, I visited Rumford Falls.

On the 11th, I went to Livermore Falls and spent a few days there, and held several meetings, as I had been informed and could very plainly see, that the organization was not as flourishing in that town as it should be, and since my visit there I have been informed that up to the time of the secession of the Pulp, Sulphite and Paper Mill Workers our two organizations there, that is the Paper Makers and the Mill Workers, were working hand in hand, and had their town in a well organized condition.

On the 14th, I went to Lewiston, Me., to see if I could meet the manager of the Odell company. I called at his house but was unable to get any conference with him in regard to the trouble at Groveton, as he was unable to attend to any work whatever.

On the 15th, 16th and 17th, I was at Berlin, and Rumford Falls, Me., and held meetings in these towns. In Rumford I would say that the Local there was having an uphill fight, for the reason that for some time previous to that, the local had made the error of using "pd's" instead of stamps on their due books, and the officers and members were doing their utmost to try and straighten this matter out, and it was very discouraging to be continually receiving books that had been issued some time previous to men leaving there and going to other places to work where, in many instances, well disciplined Locals were not accepting a book of that nature, and too much praise cannot be given to the officers of the Rumford Local for their uphill work that they then had, and have since that time overcome the whole condition.

On the 18th, I attended a meeting of the Paper Makers at Gorham, N. Y., and the evening of that day, with the assistance of some of the Paper Makers of that Local, as well as some of the officers of the Berlin Local of Mill Workers, we installed officers of the new Local of Mill Workers in Gorham.

On the 19th, I visited Bellows Falls, Vt., to see Treasurer O'Connor.

On the 20th, I stopped at Fort Edward to see Fitzgerald, our representative at that time, and then went to my home.

On the 26th, with our representative, Fitzgerald, we went to New York for a conference with the International Paper com-

pany and the Union Bag & Paper company in regard to several grievances in their mills, which were as follows: An increase in wages for the backtenders at Palmer, N. Y., and the wood handlers at this place, for the Mill Workers at Cadyville and Morrisonville, N. Y., and the beater room help at Orono, Me., mill, and also for the eight and nine-hour work day. Also in regard to the matter of paying backtenders full machine tenders' wages when being promoted to the position of running machines, which fact was brought to my attention at a visit to Rumford, as the company did not do so. We also asked for an increase in wages for the backtenders at Niagara. These several grievances Mr. Parks assured us he would take up later and give us his findings. But in regard to the shorter hour work day, he claimed he had no authority to grant without the sanction of the other directors of the company, and he claimed that the paper market at that time would not allow them to do so.

On the 28th, with Representative Fitzgerald, I had a conference with the Union Bag & Paper company in regard to the nine-hour workday for the day he'pers in their mills, but the president of the company was not there, and we were told they would look this matter up and let us hear from them later. From New York I went to the office at Watertown.

On July 1st, I started for Piercefield, as the Local there had requested me to attend a meeting, but while on the road I received a telegram from Secretary Mellor that the meeting had been postponed, so I did not go there.

On July 4th, I started for Grand Mere, Canada, arriving there on the 5th, for a conference with the Laurentide Paper company in regard to renewing the agreement with that company.

With a committee from the Local, and Vice President Gendron, we held a conference on July 6th with the management of that mill and signed an agreement for the continuance of the eight-hour day for the machine room men in that mill.

On July 7th, I visited Swanigan Falls with a number of the boys from Grand Mere.

On July 10th, I started for Watertown, arriving there on the 11th. When I reached there I found a grievance in one of the International mills, arising from the fact of one of the members being laid off.

With Secretary Mellor, I had a conference with the superintendent of the mill, and he said he had laid the brother off for abuse of the foreman over a matter of wages. It was proven to us that the member himself was to blame, but the superintendent agreed to take this member back again at the first opening, and promised that he would give him employment inside of two weeks.

On the 14th, we had a conference with the St. Regis company in regard to closing their mills at 5 p. m. on Saturday. I was

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told by the company that this had been settled with the committee from the Locals and they had decided to run their mills till 6 p. m., which was a surprise to me, as the Local had told me they were very dissatisfied and wanted to go on strike for that hour, but as I have mentioned, the management said that the members of the Local did not want to have any trouble over that hour, consequently we were not able to get them to close their mills at 5 p. m. on Saturday.

On the 15th, I went to Piercefield, N. Y., and on the 16th I held two meetings there.

On the 17th, with a committee from the Local, we had a conference with Messrs. Parks and Dunham, the management of that mill, in regard to a few men there who would not pay up their dues in the organization. Mr. Parks asked for two weeks' time to take this matter under advisement, which was given him, and inside of that time one of the members had squared up with the organization and the other got through.

On July 22nd, I went to Turners Falls, Mass., in response to a telegram I had received from Vice Pres. La Point. When I arrived there I was informed by him that there was a strike on at the Sulphite Mill at Northampton, Mass.

On the 23d, I attended a meeting of the local at Turners Falls.

On the 24th, with Vice Pres. La Point, I went to Northampton. On arriving there the local was holding a meeting, but none of the officers of the local were at the meeting, neither had they informed the vice president of any trouble in the mill there, and on account of the laxity of the local officers, some of the men themselves went to Turners Falls and informed La Point of the trouble.

Not knowing whether these men were members of our local or not, as there were no officers there, we adjourned the meeting in the morning, and I sent notice to the financial secretary to either come to the meeting in person, (as we were to call another meeting in the afternoon) or send his books at least, as I wanted to find out the names of the members of that local.

On the adjournment of the meeting in the morning some of the officers of the local were down on the street, and it was easy to see how the business of the local was being conducted.

At the afternoon meeting nearly all of the officers were present, and I advised the local that in view of their attitude in not notifying headquarters of the pending trouble, or that the strike had been inaugurated, that the local suspend them, which they were very glad to do on my recommendation, so then we were able to find out what the cause of the trouble was. Some of the men working on the wet machine wanted the eight hour schedule. With a committee from the local I visited the mill, but the general manager of the mill was not there, but through telephonic communi-

cations we arranged for a conference for the 25th.

On July 25th, with a committee of the local, we had two conferences with this company, and the grievances were settled satisfactory to all. The company did not put on the three tours on the wet machines, but did put extra help on the night tour.

The men also contended that they were making greater production than the company claimed, and the company promised us that if they were making the production that the men had claimed, they would pay them extra wages for doing so.

On the 26th, I visited the mill and had a conference with the superintendent and told him that there were a few of the men who would not straighten up in the organization, and if they did not pay up it would be the means of trouble there in the near future, and the superintendent told these men that it would be better for them to square up with the organization.

On the 27th, I went to Holyoke, Mass., to see if there would be any chance to re-organize there, but the mills were all closed down on account of the water being shut out of the canal that week, and I was not able to meet any of the men there.

On the 29th I went to Windsor Locks, Conn., as the local there had requested me to attend a meeting.

On August 2nd, I went to Fort Edward to meet Rep. Fitzgerald to discuss the different business of our organization.

On Aug. 3rd, I attended a meeting of the mill workers at Palmer.

On the 5th I went to Turners Falls, Mass., and held an open meeting there on the 6th.

On the 9th I again went to Albany to see the Labor Commissioner and asked if we could have an inspector put on for our craft, and my contention was that some factories and mills were not properly inspected and the companies were not complying with the law both in regard to the safety of machinery and also sanitary conditions. He informed me that it was impossible for him to put on any more inspectors, as the appropriations allowed him would not enable him to put on any more, but he assured me that any grievance our organization would send to him would be investigated as soon as possible. I think I can truthfully say that this is the only office in the state administration that is not filled to its full quota. Under the Factory Inspection Laws 50 deputies are allowed, but at the time of my conference with the commissioner there were only 37. It is very evident that if they had had the whole 50, the law might be better enforced.

On the 10th and 11th, I visited Holyoke and Northampton, as I had several complaints from the men that they were very dissatisfied at Northampton. But I might here state that on account of the previous success these men met with they carried the idea that everything they asked for should be granted them.

On the 12th, I went to Windsor Locks, Conn., and held an open meeting there the next day.

I again visited Holyoke and Mittineague on the 14th, but must acknowledge that it was a pretty difficult thing to interest the men in unionism in those towns, as they still cherish dissatisfaction on account of the Holyoke strike, but I strongly believe that the only way to ever re-organize these men is to continually be "after them," and being in that section I thought it advisable to visit them.

On August 16th, I went to Huntington, Mass., to look over the situation there.

I found one mill closed down for repairs, and was not able to meet a great many of the boys there, and from there I went to Lee, Mass., as I had been requested by the members there to spend a few days in working to again build up that local.

On the 20th we held a meeting at Lee. From Lee, Mass., I came to Palmer, N. Y., and attended a meeting there on the 26th.

On the 27th, I attended a meeting of the Mechanicville local.

On the 30th I visited Glens Falls and Fort Edward to talk over the conditions in the mill there, at the request of some brothers there.

On Sept. 2nd, I again went to Northampton, Mass., and had a conference with the superintendent of the mill in regard to complaints that had been reported from that mill, and on the 3rd, I held a meeting of the Northampton local, and had another conference with the superintendent of the mill, but at this mill there was apparently something under cover and seemed impossible to reach, and at that time I did not have the opportunity to stay longer, but made arrangements to come later.

On Sept. 5th, I went to Windsor Mills, Canada, as the local there told me that the company were not living to the terms of their agreement, that existed between the company and our organization there.

When I reached Windsor Mills, I found all the mills closed down, and all had gone to a fair being held at Sherbrooke, the brothers there having traded off their Labor Day for this holiday to attend this said fair, without any authority of the constitution nor consent of the executive board.

On my return to the office I sent this local a letter censuring them for this unauthorized action, and placing a minimum fine on the local, and also advised them that if such action was again taken their local would be either heavily fined or suspended.

On the 7th, with a committee from the local, I had a conference with the manager of the Windsor mills, and was told that the men were to blame for having any trouble with this company, for the reason that when one of the mills was closed down it necessitated the changing of some of the men, which change the company thought would be more beneficial to the men, but

we were assured that if we insisted they would go back to the old schedule again. I left instructions to that local to take this matter up with the company, and advised that I believed the company acted with the belief that they were helping the men by such change. This little trouble was brought about by the men themselves asking for employment and offering to work for less wages than the company was then paying.

On the 9th I attended a meeting of the Sandy Hill local of paper makers.

On the 11th, I went to Watertown, N. Y.

On the 12th I went to Norwood, N. Y., as our men had been locked out at this place by the Remington-Martin Co., for the reason that the Frost Paper Co. had been taken in by the Remington Martin Co., and they had found some of the men who had formerly worked for them at the time of the strike at Norfolk, and one man was discharged for no other reason, and when the committee from the local had gone to see the superintendent and told him what their stand would be, the company did not wait for them to strike but locked them out.

From Norwood, I went to Ithaca, N. Y., and attended the convention of the New York State Working Men's Federation.

On the 16th, I went to Lawrence, Mass., and attended a meeting there on the 17th, and from there went to Berlin to see some of the officials and delegates of the Machinists Union, who were holding their convention at that city, in the interest of our label, and some of the delegates assured me that locally they would give all the assistance possible, but internationally was given very little encouragement for union labeled paper.

On the 18th I again went to Northampton, Mass., to take up the different grievances that had been reported to me from that mill. A number of the men claimed they were paying for their jobs before going to work in that mill. I remained there a few days and held three meetings, and got all the evidence I could on this case, and found according to facts that some of the men had paid for positions. I got statements from seven of these men who had done this, with the understanding that they would not be discharged for giving this information, and then I had a conference with the manager of the mill, and he could scarcely believe that such a state of affairs existed in his mill, and asked me to leave this in his hands and he would investigate it and if such a system did exist he would root it all out of the mill.

On Sept. 25th, I went to Fort Edward to see Rep. Fitzgerald in regard to the different problems in the organization.

On the 26th, I attended a meeting of the Palmer local of Mill Workers, as they had grievances in regard to the yard men who had asked for rubber suits and boots for wet weather.

On the 30th, I attended a meeting of the Palmer local of paper makers.

On Oct. 2nd and 3rd I was at Glens Falls, N. Y., to meet Mr. Parks of the International Paper Co., over some grievances, namely, an increase in wages for back tenders and beater engineers at Palmer, the back tenders at Niagara Falls, and the tour workers at Orono, Me., and these cases I had previously brought to Mr. Parks' attention at a visit to the New York office. He stated that he had taken these several grievances up with different mills, but on going there the superintendents would explain in a different way, and he asked me to write a statement of just what the facts were, and he would then be in a position to go more into the details of the matter.

From there I went to the office at Watertown, N. Y.

On the 6th I went to Dexter, N. Y., to assist Brother Stoughton in organizing a local there.

On the 11th, I started west to visit some of the locals in the western part of the country, with the hope of reviving some interest in the locals there.

From the 11th of Oct. to Nov. 12th, I was in the section of Erie, Pa., Lockland, Hamilton, Franklin, Middletown, and Dayton, Ohio, Ypsilanti, Kalamazoo, Niles, Otsego and Vicksburgh, Mich., Neenah, Appleton, Kalamazoo and DePere, Wis., and held meetings in the following towns: Lockland, Hamilton and Franklin, Ohio., Kalamazoo, Otsego and Ypsilanti, Mich., Neenah and DePere, Wis.

I found that in Neenah some of the brothers there were dissatisfied because they claimed they had never received any strike benefits during the strike in that section over a year ago, and as I told them, I fail to see how they ever expect to gain any benefits if they drop the organization, for the reason that if the organization has done an injustice to its faithful members, I believe that the paper makers throughout the country would see that it was righted, but as quickly as they become non-members they would receive no consideration.

Also in some of these sections there were some locals who did not have any stamps on hand, and brothers would not care to pay their dues till they could have stamps, which any man cannot be blamed for doing, and in those towns I believe that was a great detriment to our organization for the reason that some of the brothers became so far in arrears that they practically suspended themselves.

On the 13th, I arrived at Kansas City, as I had received a telegram that our locals there were locked out of the mill. On the following day I had two joint meetings of our locals, and with a committee from the Central Trades Council of that city, I had a conference with the management of the mill. The trouble there was in regard to the company wishing to lay off six oilers and putting this work on the finishers and beater engineers and machine help. They

had asked the men a few days previous to do this work, and they held a meeting on Sunday, Nov. 5th, and voted they would not do this work. When they went to work on Monday morning, they were asked if they would do the extra work, and they informed the superintendent what they could do, consequently they were all discharged and their money was waiting for them at the office.

Now, I will here state that I thought our members had acted hastily in the matter, until I had a conference with the company in this matter, and the company then told me it was only a starting point of what they intended to do, as they were determined to cut down the operating expenses of that mill. They seemed to lay all the trouble on the men, and nothing to mismanagement, which in my opinion, was one of the greatest causes of this trouble, as the superintendent or manager, according to all evidence, knew nothing whatever of paper making.

They stated that they could purchase paper cheaper than they could make it in Wisconsin, which undoubtedly was true, as the localities where they stated they could purchase their paper has no semblance of a local, and the paper makers working there at the trade are not protected by the organization, and certainly have to work under almost any condition which the manufacturer may ask.

I think the real origin of this Kansas City trouble dated earlier in the summer, when the mill was closed down on account of the firemen. On two different occasions the firemen had presented grievances to the management of the company. On the first occasion there was a grievance in their printing office and a fireman was discharged, and they sent a committee from the local of firemen, the committee numbering 16, with a business agent from the Trades Council, to call on the management, and give him only two minutes to re-instate a man whom they had discharged. Now the management of the mill was determined, at the first opportunity, they would take advantage of the Trades Unions in general, and later on when there was a grievance of the firemen in the Star Paper Mill, they closed the mill for a week, and I believe at this time the company looked about to see where they could purchase paper, and as quickly as they were in a position, they began to fight the Trades Unions in their locality.

On Nov. 15th, I had a conference with the owner of the mill, also was accompanied with a committee from the local, and he informed us that the mill would never again start under his management, as he considered it a losing investment, and as there was no efforts being made to start the mill, I believed it useless to stay longer at Kansas City at that time, and I left for the east, intending to attend a meeting at Niagara Falls on Nov. 18th, as I had written ahead that I would be there, but I ar-

rived before the letter, and the meeting was not very largely attended, and at that meeting I found there were several grievances in that mill, and I agreed I would go there again the following week, when they expected a large attendance, as they advertised this meeting.

On the 25th, I went to Niagara, and held a meeting of the paper makers in the evening, and a meeting of the mill workers in the afternoon. With a committee from the local, I had a conference with the superintendent of that mill, as the tour workers, especially paper makers, were not allowed to ring out until 7 a. m. and 6 p. m., and on pay day, under their system of paying in the different departments, the men in the machine and beater rooms, on some nights were anywhere from 5 to 23 minutes late in going through the time office. The superintendent claimed he had no authority to change the system when I asked him to open the clocks 5 minutes before 6 o'clock. We also brought to his attention the matter of the increase in wages for the back tenders in that mill, but in that he also claimed he had no authority to increase any wages, but promised he would write to the New York office in regard to the same.

On the 29th, I stopped at Troy, N. Y., on my way to Palmer, as there were a few grievances at Troy, which I believed had been settled by the convention, or the executive board after convention, and which were the questions of the rotary men. It had been voted by the executive board that the rotary men justly belonged to the paper makers, but the question had since that time been raised that there were also rotary helpers, and the mill workers claimed jurisdiction over these helpers, and the paper makers contended that there were no helpers, but were all rotary men. I was asked to render a decision in the matter, but I advised both parties to put their demand for jurisdiction in writing, as the executive board was to meet on December 9th, and I would then place the matter before the board.

On Dec. 2nd, I went to Ticonderoga, N. Y., to attend a meeting held there under the auspices of the central body in that town, and on the following day I attended a meeting of the paper makers local there.

On Dec. 4th, I stopped at Fort Edward, N. Y., to see Rep. Fitzgerald, and from there went home.

On the 7th, I attended a meeting of mill workers at Palmer.

On the 8th, I started for Watertown, as the auditor was going over the records of the secretary and treasurer, and also to attend a meeting of the executive board.

On the 9th, I attended a meeting and smoker at Windsor Locks, Conn.

On the 12th, I went to Fort Edward, N. Y., as at a meeting of that local the Saturday night previous, there had been a question raised by the brothers there in regard to allowing Brother LaDue go to work in

the Fort Edward mill, as the back tenders there believed they should have the first chance to run a machine, but in this case I decided otherwise, for I claimed that any brother in good standing in the organization is entitled to a position, and when any company desires to hire any man who is satisfactory to our organization, I believe we should have no objection whatever. They then put the question that Brother LaDue was in arrears in dues, and in that I acknowledged that Brother LaDue was a little tardy when he went to Glens Falls to work, but otherwise he was willing to, and did pay all he owed our organization.

On the 13th, I attended a meeting at Palmer, of the different trades working for the International Paper Co. in that town. There was a question of jurisdiction in some of the locals, which I believe was brought about through a misunderstanding and petty jealousies on the part of different locals. The machinists and carpenters had a grievance in this mill in regard to the Sunday work, and they sent their representative to the New York office previous to this time to try and adjust the matter with Mr. Parks, and on his arrival there he found Rep. Fitzgerald in the office, and he reported to the locals on his return that Rep. Fitzgerald did not help in the cause of the machinists and carpenters by his presence there, consequently the machinists and carpenters were determined to protect their own organization, and claimed all men who were doing any of the work claimed by those trades, but I believe that everything was satisfactorily adjusted, and it brought about an understanding of the trades jurisdiction.

On the 15th, the superintendent of the International Co.'s mill at Turners Falls, Mass., called me on the telephone, as he wished to run that mill on two Saturday nights, which practically meant he wanted them to make up for the time lost at Christmas. He cited several instances of how fair he was to the men under his authority, how short he was on orders he was making, etc. I contended that there were other superintendents also who were very fair, and if one mill ran on Saturday night, others would have to be allowed to run, and also told that neither myself, nor any other executive officer had any right whatever to give any mill permission to run on Saturday night, when we had an agreement otherwise, and it was against our constitution, and I could not sanction this request, and ordered the men not to work on those Saturday nights.

On the 16th, I attended a meeting of the Sandy Hill local in regard to the LaDue matter which I have mentioned above, and decided that Brother LaDue was entitled to hold the position.

On the 17th, I went to Fitchburg, Mass., and attended a meeting there. The local in that city was not in as thriving condition as to my opinion it should be, and leaving there I went to New York, where

I had arranged a conference with the International Paper Co.

On the 19th, with Rep. Fitzgerald, I went to the International Paper Co.'s office at New York, and had a conference with Messrs. Riley and Whitcomb. Mr. Parks was sick and the questions we were to have taken up held over until the next day, when he was expected to be able to attend his duties.

On the 20th we again went to their office, and Mr. Parks being still unable to attend to his duties, we had a conference with Messrs. Chisholm, Burbank, Whitcomb and Curtis of that company. At this conference we asked for the nine hour day for the day workers, and after a lengthy discussion on the question, they promised to look the matter over. I also asked for an increase in wages for the back tenders at Palmer and Niagara Falls, the beater engineers at Palmer, and the tour workers at Orono, Me., which petition I had presented to this company on three different occasions.

The matter of the men at Orono, who claimed they were getting paid for only 60 hours and working 65 hours I also brought up, and the matter was adjusted and the company agreed to pay the men for the 65 hours.

They also allowed me an increase for the beater engineers at Palmer, and after a lengthy discussion of the back tender question at Palmer and Niagara Falls, the company asked to hold the matter over until Mr. Parks was able to take the question up with them, or if he was unable to attend to his duties in a couple of weeks, they would again take this question up and give me a decided answer.

At this conference also, we had considerable conversation in regard to the sanitary conditions in some of the mills, as I had brought to their attention the fact that some of their mills were not equipped with closets, and were in very poor sanitary condition, but the company claimed it was their intention and desire to equip all of their mills with proper sanitary conditions. They also cited a few instances of where the company had been to some expense in installing a general sanitary system, and the men had abused that system, but since the conference I have taken this matter up with the mills they accused of abusing these conditions, and found that their statements in this respect were unfounded.

Also at this conference Mr. Chisholm found fault with the undressed condition of the men in some of their mills, and said he had noticed some men in machine rooms without shoes and even shirts, but I scarcely think he took into consideration the temperature of some machine rooms, for if the temperature was not pretty high no man could go without a shirt, but I informed him it was the sense of our organization to try and co-operate with them in

every way possible for a higher standard of cleanliness.

At this conference, too, the matter of opening the clocks was brought up, especially at Niagara Falls, and we asked to allow the tour workers to ring out at 10 minutes to 7 a. m., and 6 p. m., provided their mates were there to relieve them, and this they would not consent to do, but did agree to open the clocks 5 minutes before 7 a. m. and 6 p. m. for the outgoing tour workers, provided their mates were there to relieve them. We then asked the company to make this a universal rule in their mills and they consented to do so.

On the 22nd, I went to Albany, N. Y., to meet Secy. Mellor, as he had telegraphed me to meet him there, as he wished to see me in regard to a letter from Rep. Fitzgerald to be published in the Journal, advocating a different system of organization, different from his sworn obligation to the organization, and I advised Secy. Mellor not to publish the same.

On the 26th, I went to Fort Edward, N. Y., and with Rep. Fitzgerald and a committee from the Sandy Hill local, had a conference with Mr. Riley, division superintendent and Mr. Murray, superintendent of the Fort Edward mill, in regard to putting more help on some of the machines, but not on all of them. The question was not finally settled, as Mr. Riley wished to again take it up with the New York office.

At the Fort Edward mill the superintendent claimed the reason they were not getting better results from two wet machines on which they had placed extra help, was because of the fact that Rep. Fitzgerald had told the back tenders, third and fourth hands on those machines just what their work would be, but in this respect I did not agree with him, as it would practically handicap the work, also I claimed Rep. Fitzgerald was not competent to make such a rule as he had had no experience on a machine and could not say just what any man's work on a machine should be, so I overruled that decision on this question.

On the 29th, I visited Ballston Spa, and Rock City, N. Y., to arrange meetings to be held at these places later on.

On the 30th, I went to Troy, and attended a meeting of our local there, as there was a question in that local over the assessment being levied by the Central Trades Council of that city for the benefit of the Starchers of that city who were out on strike, and some of the members had refused to pay a part of the assessment, and claimed they could not be suspended from the organization for refusing to do so.

On January 5th, 1906, with a committee I went to Glens Falls and Fort Edward for a conference with Mr. Riley in regard to the placing of more help on the machines at Glens Falls and Fort Edward.

On the 6th I went to Ballston Spa and held an open meeting there on the 7th.

From there I went to New York, and on the 8th, I had another conference with the International Paper Co. in regard to an increase in wages for the back tenders at Palmer and Niagara Falls, which question they had not decided at our last conference. After a lengthy discussion of this question, and coming to no settlement, we adjourned to meet again the following day.

On the 9th, I again went to their office, and had two conferences that day before we came to a settlement of any nature. At this conference also asked for the eight hours for tour workers and nine hours for day workers, which they refused to grant for the reason that they claimed it was impossible for them to make any more changes in the present system which would in any way increase the cost price of manufacture.

In regard to the back tenders at Palmer and Niagara, I did get a slight increase for ten back tenders at Palmer and eight at Niagara, and after this concession was granted when we were almost on the point of a break, I was told it was useless to ask for any more concessions in the matter of wages, as they could not grant it.

From there I went to Albany, N. Y., and on Wednesday, the 10th, we held a meeting of the executive board.

The main question at issue at this time was the matter of Fitzgerald, on account of his attitude in trying to disrupt our organization and you are well aware that at this meeting Fitzgerald was expelled from our organization, by reason of his conduct in sending out circular letters advising locals of mill workers not to pay any more money to International headquarters, but to send it to him.

From Albany the board adjourned to Burlington, Vt., arriving there on Friday the 12th., as the mill workers were to hold a convention at that city under the direction of Fitzgerald.

We asked admission to this convention, which was granted us with the understanding that we were to be allowed 15 minutes apiece in which to speak, but I think it is unnecessary for me to touch on this question at this time, as it has been fully covered and explained to all brothers by the circular letters.

From Burlington, Vt., I went to Franklin, N. H., and held a meeting there on the 13th, and from there went home.

On the 15th, I had another conference with Mr. Riley, division superintendent of Glens Falls district, in regard to placing more help on the machines at Fort Edward and Glens Falls, and told him if the men were not placed on those machines by Thursday, Jan. 18th, the men would refuse to do the work that should be the fourth hand's after that day.

On the 18th I went to Watertown.

On the 19th I went to Bellows Falls, Vt., and held an open meeting there, and on the following day I attended a meeting

of the mill workers' local at that place.

On the 22nd I went to Wilder, Vt., and held meetings there on the 23d and 24th.

From there I went to Berlin, N. H., and had a joint meeting of the Berlin and Cascade locals on the 28th.

There was a great deal of dissatisfaction in the Berlin local on account of the International organization not paying the expenses of the case of Sweeney against our organization, which was nothing but a misunderstanding by the brothers there, as the International organization had signified its intention at the board meeting at Holyoke, to defray the expenses of such case, after it had been settled, and with a committee from the Berlin local, I called on the lawyer who had been employed to conduct the case, and told him of this misunderstanding, and that our organization fully intended to, and would back any of our locals in trouble, but realized that the expenses of any lawyer in the employ of the International organization would be a great deal higher than if he were in the employ of a local organization.

From there I went to Rumford Falls, Me., and had a conference with the superintendent of the mill there, as I had been informed that the company there was not opening the clocks for the tour workers in compliance with the agreement I had reached with the New York office of that company and on the 30th, I held a meeting at Rumford, and had a conference with Mr. Riley, division superintendent, in regard to opening their clocks at Rumford. Mr. Riley claimed there must have been some mistake, as he had received the orders in regard to the clocks some four weeks previous to this, and he was under the impression that it was being done, and promised me he would look into the matter, which he did the next day, and the clocks were then opened at five minutes before 7 a. m. and 6 p. m.

From there I went to Livermore Falls, Me., and held a meeting at that place on the 31st and on February 1st.

On February 2nd, I attended a meeting at Lisbon Falls, Me.

On the 3rd I attended at South Brewer, Me., and from there went to Millinocket, Me., where we held a meeting on the 4th.

On the 5th, I attended a meeting at Orono, Me.

On the 6th I went to Waterville, Me., as I had been informed by President Gompers, of the A. F. of L., that the other trades there thought there would be a chance to organize the paper makers there, and on my arrival there attended a meeting when they were trying to organize a central body, but the paper makers were not very well represented at this meeting, and I believed any effort to start a local there through open meetings would be of no avail, as it was reported at that time that the men were being watched in regard to starting a local there.

On the 7th, I went to Madison, Me., and held a meeting there on the 8th.

From there I went to Boston, Mass., as I expected to meet Mr. Schenck, of the Great Northern Paper Co., but on arriving there found he had left the city before my arrival there.

From Boston I went to Troy, N. Y., for a conference with Mr. Manning of the John A. Manning Paper Co., in regard to the matter of the company charging some of the men for paper that had not been cut the proper length, which condition we did not stand for, and I contended that the company was responsible for all paper turned out, and if the men were not competent to do their work, the company had the privilege of discharging them, but believed they had no right to charge them for the loss of paper, and they fully agreed with me, and I believe that in the future there will be no misunderstanding from this source in that mill.

On the 12th, I went to Fort Edward for a conference with Mr. Riley and Supt. Murray regarding the same old matter of putting fourth hands on the machines in Fort Edward and Glens Falls mills. They claimed the help were not working together, and were not turning out as good work as had been done before the extra help had been put on these machines.

On the 15th, I went to Hadley, N. Y., and held a meeting of the local there.

On the 16th I had a conference with Mr. Elixman, Supt. of the International mill at Palmer, in regard to the time clocks, as I was informed by our local there that the clocks were not being unlocked at the time agreed upon, that is 5 minutes before 7 a. m. and 6 p. m. Mr. Elixman claimed he did not understand the orders meant to unlock the clocks, only the racks in the different departments, but promised he would unlock the clocks at the time that had been agreed upon.

From Palmer, I went to Boston, Mass., for a conference with Mr. Schenck of the Great Northern Paper Co., in regard to the agreement we have with that company for the Millinocket and Madison, Me., mills, and we claimed that all men under our jurisdiction should belong to our organization, and he fully agreed that the seceders were no part of the agreement, but he wished me to take the matter up with Mr. Parks, and asked that we would not have any trouble in that mill, and he was trying to be as fair as possible with the men in his employ.

From Boston I went to Rock City, and held a meeting on the 18th.

On the 19th, I went to Fort Edward, N. Y., as some of the brothers had sent for me, as there seemed to be trouble pending in the matter of placing fourth hands on the machines. On reaching Fort Edward, I found the back tenders were very dissatisfied, and had held a meeting on the previous Saturday night, and as I afterwards learned, these back tenders had then de-

cided that if any of them were turned off for refusing to do certain work, they would all go out. I believe this feeling was prompted by some one on the outside of the organization who wished to create some trouble for our organization if possible, as a few of those back tenders were still members of the Pu'p, Sulphite and Paper Mill Workers. After this matter was fully explained to the brothers, also a ruling I had made in regard to this matter, they fully agreed with me in the matter.

On the 22nd, I went to Watertown.

On the 24th I was at Niagara Falls, and from Niagara went to Kansas City, as the brothers who had gone out on account of the trouble there, had been sending for me to go there.

On the 27th, I arrived at Kansas City, and had a meeting of the few mill workers who were left there, and on the 28th, I had a conference with the management of the mill, but he claimed there was nothing to discuss or settle, as the men who were working for him seemed to be very well satisfied with the condition.

I remained at Kansas City until the 8th of March, attending meetings of the Industrial Council, and the executive council of said Industrial Council. This council also had a conference with the manager of the mill but were unable to bring about any settlement. Previous to my arrival at Kansas City, a boycott had been placed on the mill by the mill workers local and which was indorsed by the Industrial Council, but the allied printing trades had never given any assistance in the matter and used the boycotted product the same as though there were no trouble there. During my stay at the city I tried to meet as many of the men working in the mill as possible, but it was very difficult to meet some of them, for the reason that when they went to work they would come in on the car and going from work ride up on the car, which ran right to the paper mill door, and this gave us a very poor opportunity to see all of those men, but the men we did see, either tried to justify themselves for going or, in some cases, claimed they were union men, and to my knowledge, some of them in the past were union men and received strike benefits during times of trouble. As there seemed to be no chance of getting these men to quit work there, and also as the Industrial Council was trying to do all they possibly could to bring the printing trades to assist in the trouble, I believed it was useless for me to stay longer there, and started for the east, stopping off at Erie, Pa., on March 10th, to see if re-organization of that local could not be brought about at some future time. From Erie, I went home.

On the 16th, I went to Fort Edward and Glens Falls to see some of the brothers there, as I had an application for charter from the Glens Falls members of the Sandy Hill local, and they then informed me that

they did not wish the charter to take effect until June 1st.

On the 17th, we held a meeting at Palmer of the loyal mill workers local, and on the 18th, with Secretary Mellor, started for Washington, D. C., to attend a meeting of the executive council of the American Federation of Labor.

We remained at Washington until the 22nd. I appeared before the council while there, in the interest of our label, and also met with the other international officers in union labor's protest to the president of the United States, speaker of the House of Representatives and the president of the Senate, pro. tem., and with Secy. Mellor. I also protested the application for charter from the seceding organization of mill workers, headed by Fitzgerald. From Washington I went home.

On Monday, 26th, I had a conference with the superintendent of the mill at Palmer, in regard to his cutting the wages of a spare back tender, and I will here add that this trouble was settled satisfactory to our organization.

On the 28th, I went to Sandy Hill, N. Y., in response to a letter I had received from Rep. La Point, as he had begun proceedings against the seceding organization of mill workers, and he wished to take the matter up with me before he went any further.

On the 30th, with Rep. La Point, I went to Saratoga to consult a lawyer in regard to the case at Sandy Hill.

On the 31st, we held a joint meeting of the paper makers and mill workers at Palmer.

On April 5th, I was again at Sandy Hill in regard to the case of the property of our organization.

On the 6th, I was at Troy for a conference with the manager of the Orr Paper Co., in regard to the renewal of the agreement with locals there.

On Sunday, the 8th, I attended a meeting at Sandy Hill, of the paper makers local, as there was considerable dissatisfaction there over the matter of delegates and the way it had been arranged, but this matter I will try and cover fully later in my report.

On the 10th, I went to Fort Edward, at the request of some of the brothers, as they had reported that some seven of the paper makers, two machine tenders, three back tenders, two third hands had gone into Fitzgerald's organization, and the brothers wished to refuse to work with them. I met the superintendent of the mill, and he promised he would speak with these boys to try and avoid trouble in that mill, if possible, and I took the matter up with the executive board to see if they would agree it would be well to either force these men into our organization or out of the mill, and I will here say that the executive board thought it wise to vote down the proposition at the present time.

On the 11th, I went to Sandy Hill for a

conference with the superintendent of the Allen Bros. Mill in regard to the eight hour proposition, and on same day went to Ballston Spa., N. Y., to see some of the members there.

On the 12th, I went to Fitchburg, as requested by that local to go there and spend a few days in that city to try and help build that local up again. I visited as many of the mills as possible, and on the 15th, we held a meeting there.

From Fitchburg I went to Troy, and on the 17th, again had a conference with the manager of the Orr Paper Co. in regard to renewing the agreement with the company, and also asked for the eight-hour day for four workers and Saturday afternoon off for day workers. They asked to put this matter over until a meeting of the board of directors. Also brought up the matter of a man who was going to work in that mill who was a suspended member, or had allowed himself to become suspended on account of Holyoke disbanding, and the men did not wish to work with him. But the matter had been settled, the man paying all book dues, fine, and a new initiation fee, according to the constitution.

From Troy, I went to New York for a conference with the International Paper Co., in regard to a grievance in the Piercefield mill of that company. This mill, and perhaps this will be news to most brothers, is running six nights a week, and were going in at six o'clock to start in Monday morning, and in case of their working overtime for their mate, or through other causes, they were docked for the hour taken in going to their meals, and this also in the finishing rooms, where sometimes it was necessary to work over time. I will here state that the company agreed to pay the men for the time going to supper, or other meals and to abolish the system of going to work before 7 o'clock on Monday morning. We then brought up the matter of the men who had joined the seceders in the Fort Edward mill, but the company did not wish to take any stand at the present time in regard to where these men belonged, but asked to hold the matter over to see if there would be any chance to settle it amongst ourselves. I also brought up the matter of the eight hours for all the men in their mills, but this the company claimed it was impossible for them to do, and then I asked for the eight hours for the four workers in the paper mill, and they told me that if I would lay such a proposition before them, either personally or in writing, they would call a meeting of the directors to consider it. I have taken this matter up with the executive board.

From New York I went to Watertown, and on Saturday, the 21st, I had a conference with the superintendent of the International mill at that place, in regard to the discharge of a member there, and the superintendent explained the cause of his discharge. On Sunday the 22nd, we held an open meeting at Watertown, and the

next day, with Secy. Mellor, again had a conference with the superintendent of the sulphite mill in regard to this member's discharge and agreed that the man was to blame and the superintendent justified in discharging him.

From Watertown I went to Sandy Hill, as the members there had asked me to go, and again had a conference with the management of Allen Bros. Mill in regard to the eight hours for the paper mill. They claimed it was impossible for them to grant it, and also claimed that when they had signed an agreement previously it was broken by the men, and they refused to sign any more agreements.

While at Sandy Hill I was also informed that Brother Germaine, treasurer of the Sandy Hill local of paper makers, had been served with a summons, and required to make answer to same, in regard to the case of the property of the organization, owned jointly by the paper makers and mill workers local of Sandy Hill.

On the 25th, I consulted counsel at Saratoga in regard to this case.

It is with deepest regret that I have to report the causes which prompted Mr. James F. Fitzgerald to lead the Pulp, Sulphite & Paper Mill Workers from our organization. My report may bear on a personality, which is not intended other than to show the causes which lead to the case.

At the last convention at Holyoke, there was considerable discussion in regard to abolishing the office of International Representative.

This office, in the minds of many, had always been a drain on the funds of our organization. By abolishing this office it would bring both branches of our organization closer together, as well as equalizing per capita tax, give equal representation at conventions, and thereby make a saving in the officers' expenses, which would be of more benefit to our organization if expended for organizing purposes.

I also believed it was not necessary for two officers to travel together when visiting locals, and I believe that Mr. Fitzgerald saw that this convention would dispense with his services, and the organization be conducted on more business lines than heretofore.

On two occasions I had taken cases of the mill workers out of his hands. One was a case at Troy, N. Y., where there was a member in the mill workers local who had formerly belonged to the Carpenters' Union, and owed that organization over \$7.00, dues and assessments. This matter had been placed in Mr. Fitzgerald's hands and he had done nothing whatever in the matter, and when it was again brought to my attention I took the matter up with our locals at Troy, as well as the Carpenters' Union. Owing to the secession of the mill workers at that time, the matter was adjusted, but I might here mention that in view of an agreement that has just been entered into with John A. Manning Paper

Co., of Troy, we have been able to adjust this matter satisfactorily to the Carpenters' Union.

Also the case at Morrisonville where there was a member of the mill workers' local, who had been expelled and fined \$50 by the Glens Falls local of Machinists for "scabbing" at a strike at Poughkeepsie, N. Y. I had communications on this matter from Secretary Morrison of the American Federation of Labor, and President O'Connell of the Machinists' organization, but owing to the secession of the mill workers, this question has not been settled by our organization.

On the first occasion when the fact that our representative, Mr. Fitzgerald, was not fulfilling his obligation to our organization, was brought forcibly to my attention, was early in November. I had been talking with him over the telephone one evening in regard to the business of our organization and some cases I had before the International Paper Company.

On that same night he left for New York, without notifying me of his intention to do so, knowing full well that I had cases before the International Company for over three months awaiting adjustment.

Later I learned that at the time he was there the Machinists and Carpenters of Palmer, N. Y., had a representative to meet the International Company in regard to wages being paid for over time work, and when this representative went to the office of this company he found Mr. Fitzgerald there also, and he claimed that Mr. Fitzgerald did not help their cause any, which practically looked as if he were working for the interests of the manufacturers instead of organized labor.

This matter caused a great deal of dissatisfaction at Palmer, in fact so much that we called a joint meeting of all the trades working in that town for the International Paper Company, so that we would have a thorough understanding of the jurisdiction of each trade.

The discussions at our last convention in regard to the abolishing of the office of International Representative, were, I believe, the primary cause of Mr. Fitzgerald's advocating secession from the paper makers, realizing fully that this convention would abolish the office, and practically throw him out of employment by the organization. In one of his circular letters he made the statement that he was "big enough and strong enough to again go to work in the mill," but with all his brawn, we scarcely think he would be able to earn \$1,500 a year, the salary he is now receiving from the seceding organization.

It is very evident that all the feeling existing between the paper makers and the mill workers has been aroused by this man, as the paper makers and mill workers in most towns, were working in harmony, and I could mention some towns where, through the assistance of the paper makers helping

in every way possible, they built up the mill workers' locals.

In the Cascade local, where the mill workers were organized last summer, some of the men working at that mill had formerly belonged to the organization, and this local was organized with the assistance of some members of the Berlin local of mill workers and the Cascade local of paper makers. I might add that they practically organized themselves, with the assistance of the above named locals. Mr. Fitzgerald claimed the credit of organizing this Cascade local, but at the time of its organization he was over 300 miles from there.

Since the secession of some locals of mill workers, I have been abused from different sources by this following, which I believe, in every instance has been prompted by Mr. Fitzgerald for his personal ends, knowing full well that it was not possible for any fair minded man to overlook or stand for his underhand and double dealing tactics.

In one of his circular letters he has stated that we denied him the Journal for publication of a letter he had written. I might here call to mind the fact that up to that time he had been an officer for over three years and this letter was the first item he had ever written for our Journal, and that item was not written until he had been corresponding with locals of mill workers for two months and over, to get their sentiment on the question of drawing away from the organization.

In his circular letters he also stated that we held up his funds, and would not send him sufficient money for traveling expenses in looking after the interests he represented, but on January 1st, the date he sent out this letter, he had sufficient funds to travel to any local in our organization, and if this money was not expended in the interest of the organization, it must have been expended for his personal interests, as he did charge our organization for his expenses in traveling out of the funds he had held at the time he made the statement that we would not forward him necessary traveling expenses.

My contentions are that any man elected or hired to do certain work, should give his best endeavors to the interests he represents, and not advise a different proposition from that for which he had been paid and sworn to support.

One one occasion, as I have been informed, he went to Montreal to discuss with Mr. Haywood of Berlin, N. H., the possibilities of forming the seceding organization.

Mr. Fitzgerald applied for a charter for his organization from the American Federation of Labor shortly after his Burlington convention. The matter was held over until a meeting of the Executive Council of this body, to be held on March 19th. At this meeting of the Executive Council Mr. Fitzgerald appeared before the council and applied for a charter for his following. Secretary Mellor and myself appeared to op-

pose the granting of this charter, contending that the American Federation of Labor had given our organization jurisdiction over this branch of work, and should show some cause why it should be taken away from us, or in other words granting his organization a charter. The ruling of the Executive Council in this case was that the matter be adjusted at this convention.

The abuse and reflections that have been cast upon me by this seceding element, I have refrained from answering, for the reason that I did not think such means would justify the end, and it would not strengthen our organization in the future to take such statements and answer them through our Journal or the press.

From a personal standpoint, I believe there is no quarrel between the paper makers and the pulp, sulphite and paper mill workers, other than that prompted by this man.

It is a fact that seven men from Fort Edward, N. Y., belonging to the paper makers' organization, have joined Mr. Fitzgerald's organization, two machine tenders, three back tenders and two third hands, but let us take into consideration the object of these men in joining his organization. They belonged to a local that has a membership of over 165 members. The fact that seven men from our organization joined the seceders shows that he had quite a following.

Again let us see who these men were, one is a brother of Mr. Fitzgerald, and another is a brother of the treasurer of his organization.

By the very fact of taking these men into this seceding organization, it shows the attitude of this man, for the reason that being unable to control the organization in its entirety, he made an effort to disrupt the organization, drawing a constitution covering all classes of work with the exception of machine tenders and back tenders, and later even went back of this principle by taking in machine tenders and back tenders, proving that his object was, and is, to bring the organization into disruption, or under his subjection.

In the May issue of the Journal, one of the machine tenders from Fort Edward who has left our organization to join the seceding one, has given us the reason for such action on his part as being because of the fact that three delegates from the Sandy Hill local of paper makers were not in favor of Fitzgerald's having any part in the organization in the future.

On a few occasions before this secession, I recommended to Mr. Fitzgerald that on making out this monthly report or statement, he name the towns where he had visited, and in that way the locals could keep in touch with the officers of the organization, but in that he claimed it was none of the members' business.

Some of the arguments that have been advanced by Mr. Fitzgerald to the pulp, sulphite and paper mill workers, was the

great expense of sending delegates to Dayton, Ohio.

Now at our last convention the delegates consisted of both paper makers and pulp workers, and it was through the vote of the convention that Dayton was decided upon as the place of holding this annual convention, and after the convention had decided, through its delegates, the place for holding its next convention, is the man greater than the convention, that he will, later on, advise the undoing of acts of the convention?

I contend that the officer is a servant of the organization, and conventions is where the laws and orders are given to the organization, and it seems a pretty poor and tardy excuse to now say that the convention was "too far away from them."

Mr. Fitzgerald informed them, according to some of the arguments that the paper makers would throw them out of this convention. I believe this argument unreasonable and unfounded for the reason that the paper makers have never shown a spirit of throwing anything out that was fair, and believe that the action of this convention will prove that they will do their utmost to assist the members who have been loyal to our organization.

THE JOURNAL.

I would also recommend that some provision be made whereby every member paying per capita tax in this organization might receive the Journal every month, as this would be a means of keeping in touch with the work of our organization, and if every member were to receive the Journal, I believe it would have a tendency to create more correspondence and make our Journal a brighter and newsmier edition.

I believe the Journal should also be used to keep the members in touch with each other throughout the country. For instance, any brother procuring a transfer card from one local it should be published in the Journal, and when he deposits same with another local the members should also receive this information through the Journal, and in that way we could always keep in touch and know the whereabouts of our members.

To this may be advanced the objection that the manufacturers would get this information. I believe we have nothing to fear from the manufacturers in this respect, and what should be our greatest concern is that which might benefit our organization and its members the most.

Another question brought to my mind in regard to this is, "Would it be advisable to publish the officers' reports in the Journal?" That perhaps will meet the same objection, too, that the manufacturers may find out what our officers' expenses are, but if our officers are conscientious in their work, their report will be a credit to our organization, and something that we would be proud to have the manufacturers as well as our members, know what the expenses of our organization are.

THE INITIATIVE AND REFERENDUM VOTE, AND THE EQUALITY OF THE PER CAPITA TAX.

The questions before our organization at the last convention, to be placed before the delegates three months previous to the calling of this convention, that is the Initiative and Referendum vote, the per capita tax, and the "peeling" of delegates expenses to the convention, I hope have met with just consideration from the assembled delegates.

The initiative and referendum vote, in themselves, are a good thing, for any well disciplined organization. It is in initiating the referendum that abuses might be had if proper steps were not taken, but if proper legislation were enacted, I believe the initiative and referendum would be a source of great benefit to our organization.

The equalization of the per capita tax should also commend itself to every fair minded man, as well as equal representation. We should meet man to man, with equal rights for all our members.

The "peeling" of delegates' expenses may work some benefit to our organization, if adopted, but it is a measure that I would scarcely recommend at this time, although if adopted, it may be of service to the organization.

EIGHT HOUR PROPOSITION.

The eight hour question should also be one to receive a great deal of consideration from this assembled convention.

At the present time our constitution conflicts, to a certain extent, in the matter of working hours, that is the eight-hour work day and the sixty-five hours for a week's work, both being constitutional.

If our organization ever expects to make progress on the shorter hour work day, it should take a decided stand at our convention to bring about this matter.

FINANCES.

It was my ambition to try and place our organization on a sounder basis than heretofore it has had, as I believe an organization cannot succeed unless its expenditures are below its receipts, and with that end in view, the paid organizer was discontinued last June, as also I recommended to the secretary that he dispense with the services of bookkeeper, thereby making a saving of \$12 a week to our organization.

When I resigned the office of treasurer of our organization, I will say that there was less than \$130 in the treasury to turn over to my successor on account of the different troubles we had had in our organization, but to the time of the convention at Burlington, Vt., when some of the mill workers seceded from our organization, we were able, from month to month, to build up, to a certain extent, our defense fund, but since that time our expenses have been necessarily large, and our revenue also decreased on account of these men falling

away from the organization.

I believe if the necessary legislation is enacted at this convention, we can further greatly curtail the expenses of our organization, which I will leave to the wise consideration of the assembled convention.

THE LABEL.

On different occasions during the past year, at every opportunity that has presented itself, I have tried to interest other trade unions in demanding the union made paper, at least for the use of their organizations. This matter will undoubtedly require a great amount of work before our organization will receive any results.

Nearly all the organizations using the label, in order to interest other trade unions to assist them through this method, have placed men on the road, when their finances have permitted, in the interest of the label of their craft. Such trades, to a great extent, are benefited by the use of their label.

In conclusion I desire to say a few words on the possibilities of our trade. In the

manufacture of paper, one of the greatest commodities on the market at the present time, and the amount of skill required in the manufacture of the same, the laxity of organization is very apparent.

If the paper makers in their entirety were to come into the organization and unite in a policy, they have the brightest prospects of any trade in existence.

It is a fact that some are of the opinion that they would be better off outside of the organization than as a member, but the cases where individuals have benefited outside of the organization are very remote, and in instances where men have got concessions to keep them out of the organization, it has been used as a weapon by manufacturers to try and discourage men from joining the organization of their craft, which would eventually better the conditions of the whole. "Unity is Strength."

Respectfully submitted for your consideration,

J. T. CAREY.



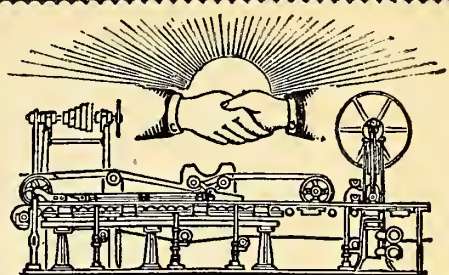
DEMAND OUR LABEL!

ISSUED BY AUTHORITY OF

International Brotherhood of Paper Makers



UNION MADE



This Label is the property of the International Brotherhood of Paper Makers, an organization which demands a living wage, reasonable hours and fair conditions for its members, and when attached to a bundle or roll of paper guarantees the paper therein was made by its members.

President.

It stands for fair treatment!

